

1 JUL 1955

MEMORANDUM FOR: Legislative Counsel

SUBJECT: H.R. 6547, A Bill Providing for a Simplified  
Performance Rating System for Federal Employees

1. In accordance with your request, subject bill has been reviewed by this Office to determine whether it is of interest to CIA activities.

2. Since the bill would establish a new performance evaluation system for all Government agencies, it would conflict with the Agency's policy for evaluating employee suitability through the use of Fitness Report procedures (established by Regulation No. [REDACTED]). Accordingly, it is requested that an effort be made to seek an Agency exception to its provisions, if the subject bill receives favorable consideration in Congress. It would be appreciated if this Office could be informed of further developments relative to any action on H.R. 6547.

STATINTL

[REDACTED]

*J* Harrison G. Reynolds  
Director of Personnel

STATINTL

NOTICE OF PENDING LEGISLATION		DATE
		LEGISLATIVE BILL NO. H. R. 6547
SECTION I GENERAL		
TO :		FROM: LEGISLATIVE COUNSEL OFFICE OF GENERAL COUNSEL
<p>THE ATTACHED BILL, WHICH HAS BEEN INTRODUCED INTO CONGRESS, IS:</p> <p><input type="checkbox"/> SENT TO YOU FOR INFORMATION ONLY.</p> <p><input type="checkbox"/> A BILL ON WHICH FAVORABLE CONGRESSIONAL ACTION <input type="checkbox"/> IS <input type="checkbox"/> IS NOT PREDICTED.</p> <p><input type="checkbox"/> SENT FOR YOUR COMMENT AS TO WHETHER IT IS OF INTEREST TO CIA ACTIVITIES, AND WHETHER FURTHER ACTION BY THIS OFFICE IS NECESSARY OR DESIRED.</p> <p><b>IT IS REQUESTED THAT COMMENTS CONCERNING THIS LEGISLATION BE FORWARDED, THROUGH APPROPRIATE CHANNELS, TO THIS OFFICE, BY _____.</b></p>		
SECTION II COMMENTS (From Original Addressee)		
TO : LEGISLATIVE COUNSEL OFFICE OF GENERAL COUNSEL		FROM:
<p style="text-align: right;">3 June 1955 84/1</p> <p>Mr. Thompson of New Jersey</p> <p>Providing for a simplified performance rating system for Federal Employees.</p> <p>Distribution:</p> <p>2 - <span style="background-color: black; color: black;">[REDACTED]</span> 3 June 1955</p>		
DATE OF COMMENTS	SIGNATURE AND TITLE	EXTENSION

Approved For Release 2002/01/10 : CIA-RDP59-00224A000200130001-9

84<sup>TH</sup> CONGRESS  
1<sup>ST</sup> SESSION

# H. R. 6547

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## IN THE HOUSE OF REPRESENTATIVES

MAY 27, 1955

Mr. THOMPSON of New Jersey introduced the following bill; which was referred to the Committee on Post Office and Civil Service

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## A BILL

Providing for a simplified performance rating system for Federal employees.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*  
3       That the Civil Service Commission (hereinafter referred to  
4       as the "Commission") is authorized and directed to estab-  
5       lish as hereinafter provided a new performance rating system  
6       applicable to all departments and agencies.

7       SEC. 2. (a) The Commission shall devise a simplified  
8       uniform performance rating plan for use by all departments  
9       and agencies in evaluating the work performance of their  
10      employees pursuant to which the supervisors of such em-  
11      ployees shall be required to make a report in writing not

1 less than once in each period of twelve months only with  
2 respect to the employees, who, in the judgment of the super-  
3 visors, fall within any of the following categories:

4 (1) Employees with potential capacity for further de-  
5 velopment and higher responsibilities;

6 (2) Employees who deserve meritorious awards;

7 (3) Employees whose work performance in their pres-  
8 ent assignments indicates that they should either be assigned  
9 to or trained for other work;

10 (4) Employees who do not deserve a periodic pay in-  
11 crease, where applicable, because of unsatisfactory service;  
12 or

13 (5) Employees requiring dismissal.

14 (b) The report of the supervisor in any such case shall  
15 contain the reasons for his judgment with respect to the  
16 employee involved, and also specific suggestions as to the  
17 action which he deems to be in the public interest. If the  
18 rating shown in the report of the supervisor in any such case  
19 is adverse to the employee, he shall be entitled to one appeal  
20 on the merits of the rating given to him by the supervisor.  
21 Such appeal shall be to a board of review designated for  
22 that purpose for the department or agency by the Commis-  
23 sion, and in such appeal the employee, or his designated  
24 representative, and representatives of the department or  
25 agency, shall be afforded an opportunity to submit pertinent

1 information orally or in writing, and to examine, and reply  
2 to, information submitted by others. After such appeal, the  
3 board of review shall either confirm the rating given to the  
4 employee by the supervisor or make such change therein  
5 as it deems proper. The decision of the board of review in  
6 any such case shall be final.

7 (c) Any employee with respect to whom no report is  
8 made by his supervisor pursuant to subsection (a) of this  
9 section shall receive automatically any periodic pay increase  
10 to which he is entitled by reason of satisfactory work per-  
11 formance and length of service.

12 SEC. 3. The Commission is authorized to make such rules  
13 and regulations as may be necessary to carry out the provi-  
14 sions of this Act.

15 SEC. 4. All laws or parts of laws inconsistent with the  
16 provisions of this Act are hereby repealed to the extent of  
17 such inconsistency.

18 SEC. 5. The provisions of this Act shall take effect  
19 days after the date of its enactment.

Approved For Release 2002/01/10 : CIA-RDP59-00224A000200130001-9

84TH CONGRESS  
1ST SESSION

**H. R. 6547**

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**A BILL**

Providing for a simplified performance rating  
system for Federal employees.

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By Mr. THOMPSON of New Jersey

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MAY 27, 1955

Referred to the Committee on Post Office and Civil  
Service

Approved For Release 2002/01/10 : CIA-RDP59-00224A000200130001-9

10 JAN 1956

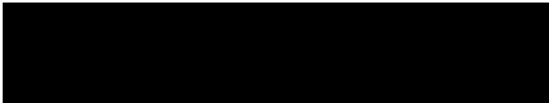
MEMORANDUM FOR: Legislative Counsel

SUBJECT: H.R. 7352, S. 2477, S. 2334, Providing  
For a Simplified Performance Rating  
System For Federal Employees.

1. In accordance with your request, the following bills H.R. 7352, S. 2477 and S. 2334 have been reviewed by representatives of this Office to determine whether further action by your Office is necessary or desirable.

2. Inasmuch as this Agency is exempt from the application of the Performance Rating Act of 1950, no Agency action or position is indicated as being necessary. However, because of the Agency's effort to adhere as closely as possible to Civil Service Regulations, procedures and policies and because of its efforts to develop for itself a better performance rating system, this Office would appreciate information regarding the progress of these bills or their final disposition.

STATINTL

  
Harrison G. Reynolds  
Director of Personnel

NOTICE OF PENDING LEGISLATION		DATE
		LEGISLATIVE BILL NO. S. 2477
SECTION I		GENERAL
TO :		FROM: LEGISLATIVE COUNSEL OFFICE OF GENERAL COUNSEL
<p>THE ATTACHED BILL, WHICH HAS BEEN INTRODUCED INTO CONGRESS, IS:</p> <p><input type="checkbox"/> SENT TO YOU FOR INFORMATION ONLY.</p> <p><input type="checkbox"/> A BILL ON WHICH FAVORABLE CONGRESSIONAL ACTION <input type="checkbox"/> IS <input type="checkbox"/> IS NOT PREDICTED.</p> <p><input checked="" type="checkbox"/> SENT FOR YOUR COMMENT AS TO WHETHER IT IS OF INTEREST TO CIA ACTIVITIES, AND WHETHER FURTHER ACTION BY THIS OFFICE IS NECESSARY OR DESIRED.</p> <p>[ IT IS REQUESTED THAT COMMENTS CONCERNING THIS LEGISLATION BE FORWARDED, THROUGH APPROPRIATE CHANNELS, TO THIS OFFICE, BY ]</p>		
SECTION II		COMMENTS (From Original Addressee)
TO : LEGISLATIVE COUNSEL OFFICE OF GENERAL COUNSEL		FROM:
<p>11 July 1955 84/1</p> <p>Mr. McCarthy of Wisconsin</p> <p>Providing for a simplified performance rating system for Federal employees.</p> <p>Distribution:</p> <p>6 August 1955</p> <p>2 - Director of Perl</p> <p>This bill implements one of the recommendations of the Hoover Commission.</p>		
DATE OF COMMENTS	SIGNATURE AND TITLE	EXTENSION

Approved For Release 2002/01/10 : CIA-RDP59-00224A000200130001-9



84TH CONGRESS  
1ST SESSION

# S. 2477

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## IN THE SENATE OF THE UNITED STATES

JULY 11, 1955

MR. MCCARTHY (by request) introduced the following bill; which was read twice and referred to the Committee on Government Operations

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## A BILL

Providing for a simplified performance rating system for Federal employees.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*  
3       That the Civil Service Commission (hereinafter referred to  
4       as the "Commission") is authorized and directed to estab-  
5       lish as hereinafter provided a new performance rating sys-  
6       tem applicable to all departments as defined in section 2 (a)  
7       of the Performance Rating Act of 1950, as amended; but  
8       nothing in this section shall be construed to make such new  
9       performance rating system applicable to any agency, officer  
10      or employee as to which such Act, as amended, was specifi-  
11      cally made inapplicable by section 2 (b) thereof.

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1        SEC. 2. (a) The Commission shall devise a simplified  
2 uniform performance rating plan for use by all departments  
3 in evaluating the work performance of their employees pur-  
4 suant to which the supervisors of such employees shall be  
5 required to make a report in writing not less than once in  
6 each period of twelve months only with respect to the em-  
7 ployees who, in the judgment of the supervisors, fall within  
8 any of the following categories:

9        (1) Employees with potential capacity for further de-  
10 velopment and higher responsibilities;

11        (2) Employees who deserve meritorious awards;

12        (3) Employees whose work performance in their pres-  
13 ent assignments indicates that they should either be assigned  
14 to or trained for other work;

15        (4) Employees who do not deserve a periodic pay  
16 increase because of unsatisfactory service; or

17        (5) Employees requiring dismissal.

18        (b) The report of the supervisor in any such case shall  
19 contain the reasons for his judgment with respect to the  
20 employee involved, and also specific suggestions as to the  
21 action which he deems to be in the public interest. If the  
22 rating shown in the report of the supervisor in any such case  
23 is adverse to the employee, he shall be entitled to a hear-  
24 ing on the merits of the rating given to him by the super-  
25 visor. Such hearing shall be before a board of review desig-

1 nated for that purpose for the department by the Commis-  
2 sion, and at such hearing the employee, or his designated  
3 representative, and representatives of the department shall  
4 be afforded an opportunity to submit pertinent information  
5 orally or in writing, and to hear or examine, and reply to,  
6 information submitted by others. After such hearing, the  
7 board of review shall either confirm the rating given to the  
8 employee by the supervisor or make such change therein  
9 as it deems proper. The decision of the board of review  
10 in any such case shall be final.

11 (c) Any employee with respect to whom no report  
12 is made by his supervisor pursuant to subsection (a) of this  
13 section shall receive automatically any periodic pay increase  
14 to which he is entitled by reason of satisfactory work per-  
15 formance and length of service.

16 SEC. 3. The Commission is authorized to make such  
17 rules and regulations as may be necessary to carry out the  
18 provisions of this Act.

19 SEC. 4. All laws or parts of laws inconsistent with the  
20 provisions of this Act are hereby repealed to the extent  
21 of such inconsistency.

22 SEC. 5. The provisions of this Act shall take effect —  
23 days after the date of its enactment.

Approved For Release 2002/01/10 : CIA-RDP59-00224A000200130001-9  
84TH CONGRESS  
1ST SESSION

**S. 2477**

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## **A BILL**

Providing for a simplified performance rating  
system for Federal employees.

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By Mr. McCARTHY

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JULY 11, 1955

Read twice and referred to the Committee on  
Government Operations